



WOMEN'S
LEADERSHIP
CENTER

Template for Cognitive Restructuring

Having a resilient mindset enhances your ability to transform challenges into growth and to leverage leadership skills to your best advantage. In order to promote enhanced resiliency, explore these cognitive restructuring guidelines to help you adjust reactions that can work against a resilient mindset:

Identify a situation that ignites pessimistic or disempowering thoughts.

Example: "It seems like any time I offer a suggestion, it doesn't even get considered. Then someone else suggests the same thing, and they get the recognition for offering a good idea."

Describe your mood and the emotions you feel when this situation occurs.

Sample Answer: "I feel unimportant, unclear, invisible, and my mood becomes sad and demotivated."

Write down the most intense thoughts and self-talk you experience before, during, and after this situation.

Example: "I hate these meetings where I get to feel awful about myself and angry that I am so ignored."

Self-talk is, "What is wrong with me?" "They all see that I am emotional about this." "I am so angry with X for making me feel this way."

What is the proof that supports these thoughts and self-talk?

Example: "I get ignored and not heard."



What is the proof that disputes these thoughts and self-talk?

Example: "Clearly my ideas are right because others succeed with suggesting them."

Identify balanced and fair-minded thoughts, emotional responses and self-talk that you might apply to this situation.

Example: "I am smart and if I am passionate about this situation, I should be. I am fine and need to work at figuring out what I need to do to be heard. Maybe it is my delivery?"

Write down specifically what your self-talk, thoughts, and behaviors will be when you experience this situation again.

Example: My self-talk will be, "I have great ideas. Be sure to state them with conviction. It is OK if my ideas aren't always embraced. The important thing is to figure out what might be lacking and how I can correct it."

My thoughts will be, "If someone gets noticed for saying what I have already said, I will speak up and say, 'Yes, that is what I said earlier. I'm glad you see it that way, too.'"

My behaviors will be, "I need to be louder, look everyone directly in the eyes, gesture a bit, avoid filler words, and practice what I want to say beforehand."

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